



POLICE HEADQUARTERS JAMMU AND KASHMIR

JAMMU

48938
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Policy on transfer/postings of upper/lower
subordinates in J&K Police

Preface;

Whereas, It has been observed that Police personnel are approaching authorities/signatories to seek favours for redressal of their perceived grievances particularly pertaining to their transfers, postings and promotions etc.

Whereas, Such tendency of exerting extraneous influence is a blatant disregard of the provisions of Rule 17 of J&K Government Employees Conduct Rules, 1971 read with Rule 116(6)(7) of J&K Police Manual.

Whereas, It has also been observed that concerned Heads of the Units/wings/Zones are not adhering to the laid down mechanism for redressing genuine grievances of their subordinate officers/officials which leads them to explore other options like exerting extraneous influence.

Therefore, in view of the above, it has become imperative for PHQ to circulate a new comprehensive transfer policy in order to infuse transparency, fair play & equity in the transfer/postings. The policy/guiding factors amplified hereunder shall be adhered to in letter and spirit both at PHQ and at Wing/Zonal/Unit level.

D) Policy

Transfers, of Police officials are effected in the interest of police administration & its efficacy/professional growth of officials

Or

Welfare of personnel (Page 01 of 03)

Or

Suitability or unsuitability of the officials for a post

The intent behind this new transfer policy is to have "an efficient, honest and motivated" police organization which is transparent and based on democratic traditions of equality of opportunity, encouragement of honesty/hardwork besides competence. At the same time, incompetence, dishonesty and exerting extraneous pressure(s) to influence transfer is sought to be proactively challenged and nipped in the bud.

1. Henceforth, respective columns in "Annual Remarks" would be incorporated to record such negative traits which act detrimental to the working and reputation of the Police organization.
2. It is re-iterated in strictly procedural terms that regular orderly rooms , as per Police Rule 117, shall be conducted by all Unit heads who shall hear and take necessary action on all requests and representations put forward by subordinates in accordance with discipline and established procedures. Other grievance redressal measures would also be exploited to have a satisfied and motivated Police organization.
3. Posting of recruit constables to his / her home District in the first five years of appointment in Police is barred under this policy
Subsequently, the recruit Constables of executive Police shall be posted in DAR Lines for first five years of service whileas those enrolled in Armed Police shall be deployed in the Law & Order Coys or Police component only.
4. While effecting subsequent transfers, only the eligibility and suitability of the concerned employee and the interest of the administrative work shall be given priority. The convenience of the employees may also be considered provided it doesn't effect the interest of the work.

5. Where both the husband and wife are serving in the department, they may be conveniently posted nearby strictly subject to availability of the posts and without compromising the interest of administration. Physically challenged/ persons suffering from other serious diseases to be certified by the Board of doctors may be given convenient posting subject to the availability of the post.
6. After the completion of first five years of service, there shall be no fixed tenure in the zones ordinarily. However, the personnel of the executive cadre shall be rotated in such a manner that every person gets a tenure in each of the wings during his service career. The transfers shall ordinarily be made from uniformed to non-uniformed wings and vice versa.
7. Followers of executive wing shall be transferred anywhere within the zone of their residence whereas those belonging to Armed Police shall be distributed among the two zones at the ratio of 50% local : 50% from other zone.
8. Orders once issued must be strictly complied with. Reversal of transfer orders once made has to be a rare event and to be resorted to only in exceptional cases for which reasons shall be recorded in writing. The Criteria/ detailed guide lines to be adhered to strictly while making transfers shall form annexure-A to this policy.

Note: Postings to Security Wing shall exclusively be made from Armed Zone

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Director General of Police
J&K Jammu